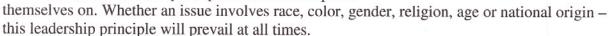
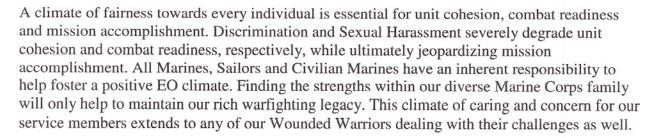
4TH MARINE DIVISION COMMANDING GENERAL'S EQUAL OPPORTUNITY AND SEXUAL HARASSMENT POLICY STATEMENT

As your Commanding General, I am fully committed to Equal Opportunity for my Marines, Sailors and Civilian Marines. Equal Opportunity is the product of using all Marine Corps leadership principles. "Know your Marines and look out for their welfare" stands out as one of those principles that Marines pride





All levels of leadership within the division will routinely familiarize themselves with the Marine Corps Equal Opportunity Complaint Process (NAVMC2921). There are two methods for reporting complaints of discrimination and/or sexual harassment – **informal or formal**. Informal complaints may be resolved by using the **Informal Resolution System**. The Informal Resolution System allows all parties to solve non-criminal issues at the lowest level possible. The preferred method for all formal complaints is **Request Mast**. However, there are numerous other formal complaint processes located in the **Equal Opportunity Manual (EOM)**. Reprisal acts against Marines, Sailors and Civilian Marines that report discrimination and/or sexual harassment are just as punishable as the discrimination and/or sexual harassment itself.

To assist commanders with my policy, the division has an Equal Opportunity Advisor (EOA). The EOA is equipped to train, mediate and facilitate on all EO matters. Each commander will also appoint an Equal Opportunity Representative for additional assistance in maintaining a positive EO climate. Seek the guidance of your chain-of-command and these trained individuals for any future assistance if needed.

J. L. WILLIAMS Major General (sel), U. S. Marine Corps Commanding General